

CITY COUNCIL OF THE CITY OF SAN JOSÉ

POA Arbitration **Jennifer Schembri**

2013 Labor Negotiations Summary

- Provide modest wage increases, recognizing need for some compensation, but still mindful of budget situation
- Continued implementation of some Fiscal Reform Plan items, with recognition of significant cuts employees have already taken
 - Not pursuing some items at this time
- Addressing operational issues

City's Proposals Subject to Arbitration

- Term of Agreement
- Wages
- Eligibility for premium pay during leave
- Sick leave payout
 - New Employees
 - Current Employees

City's Last Wage Offer to POA

Item	Cost	% of Pay	Ongoing/ One-Time
Addition of 2.5% step <u>or</u> 2% General Wage Increase (without contingencies)	\$4.4M or \$4.3M	2%	Ongoing
80 hours leave balance buydown	\$3.4M	2.9%	One-time
50% of premium for Long Term Disability	\$400,000	.33%	Ongoing
Increase Uniform Allowance to \$900	\$250,000	.21%	Ongoing
TOTAL	\$8.45 M	5.44%	2.54% ongoing

POA's Last Wage Offer to the City

Item	Cost	% of Pay	Ongoing/ One-Time
10% Wage Increase- 1 st year	\$26 M	13%	Ongoing
3% Wage Increase- 2 nd Year			
Removal of vacation accrual cap	Unknown		Ongoing
Lifting cap on overtime for pay	Millions of \$\$\$		Ongoing
80 hours leave balance buydown	\$3.4 M	2.9%	Ongoing
Increase Uniform Allowance to \$1000	\$300,000	.3%	Ongoing
TOTAL	\$30 M	16.2%	16.2% ongoing

Charter Section 1111 Standards

(f) “The arbitrators shall also consider and give substantial weight to the rate of increase or decrease of compensation approved by the City Council for other bargaining units.”

Fiscal Year 2010-2011 Concessions

Progress in Achieving 10% Total Compensation Reduction			
Employee Unit	Fiscal Year 2010-2011 Total Compensation Changes		
	Ongoing	One-Time	Total
Unit 99/Unit 82	-5%	-5%	-10%
AEA	-5%	-5%	-10%
ALP	-5%	-5%	-10%
AMSP	-5%	-5%	-10%
CAMP	-5%	-5%	-10%
IBEW	-5%	-5%	-10%
OE#3	-5%	-5%	-10%
ABMEI	-5%	0%	-5%
POA	-0.67%	-3.15%	-3.82%
IAFF, Local 230	0%	0%	0%
MEF	+2%	0%	+2%
CEO	+2%	0%	+2%

Fiscal Year 2011-2012 Concessions

Employee Unit	Fiscal Year 2011-2012 Total Compensation Changes
Unit 99/Unit 82	-10%
AEA	-10%
ALP	-10%
AMSP	-10%
CAMP	-10%
IBEW	-10%
OE#3	-10%
ABMEI	-10%
POA	-10%
IAFF, Local 230	-10%
MEF	-10%*
CEO	-10%*

* Also had a rollback of a 2% general wage increase received

OE#3 2013 Wage Proposal

Union Counterproposal to City of San Jose
Counterproposals 1 & 2

U→C
4/17/13

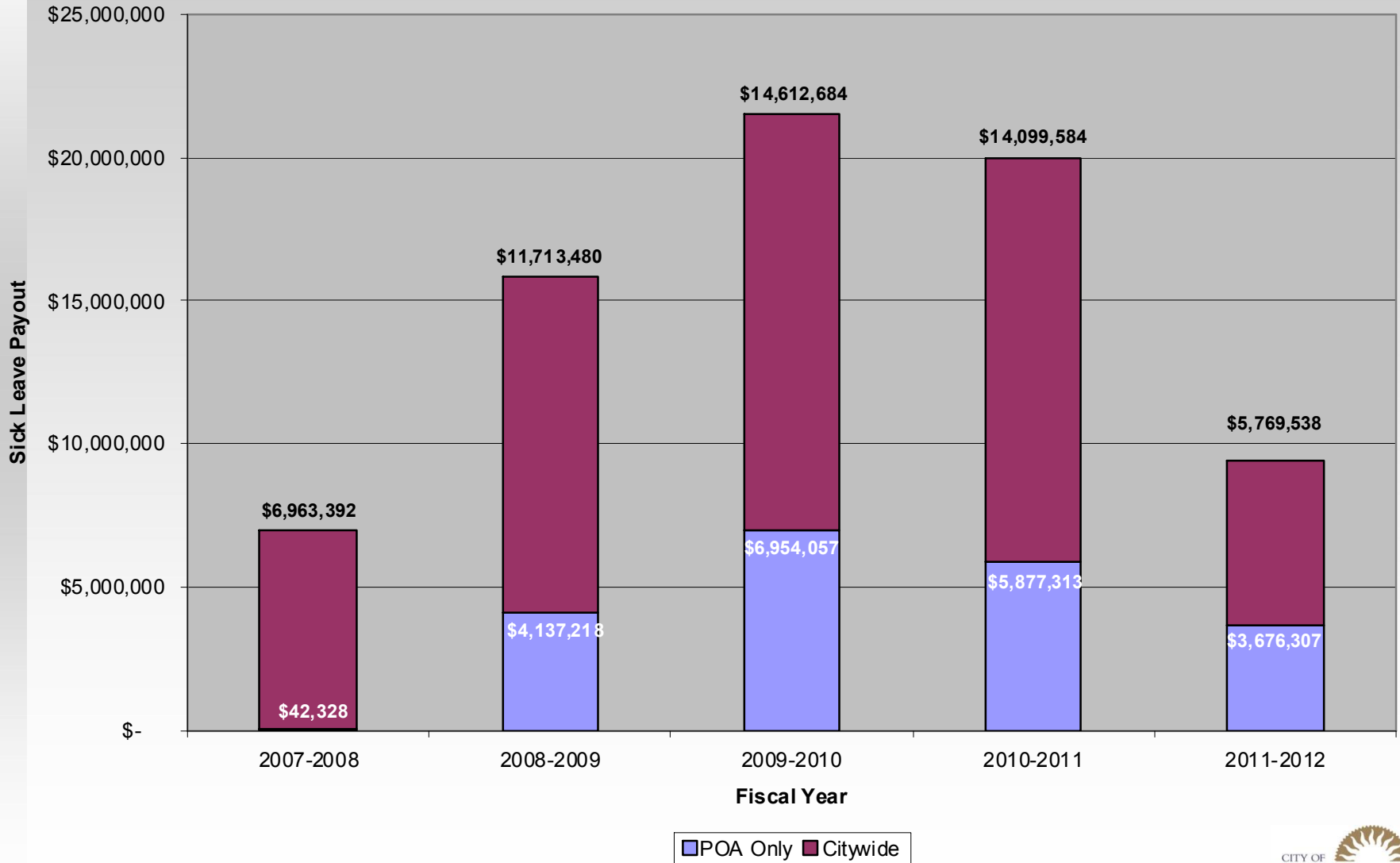
Effective with the first pay period of FY 13-14, Restore Wages and benefits to 2009 levels.

Sick Leave Payout Eligibility

- 20 Years of service
- Payable at time of retirement
- Employee who leaves prior to retirement will receive payment at time of retirement from the City
- **Up to 100% of final hourly rate for all earned and unused sick leave hours** (if over 1,200 hours of earned and unused sick leave)

Sick Leave Payout

Sick Leave Payout Information



Sick Leave Payout Example

Classification	Police Officer
Start Date	February 8, 1987
Hourly Rate when started	\$32.05
Retirement Date	June 23, 2012
Hourly Rate sick leave payout calculated on (plus POST Pay)	\$50.23
Total Sick Leave Payout	\$66,912

Fiscal Year 2012-2013 Top Sick Leave Payouts- POA Represented Employees

Sick Leave Payout	Classification
\$ 138,767.72	Police Captain
\$ 133,292.92	Police Sergeant
\$ 124,071.47	Police Sergeant
\$ 111,521.08	Police Sergeant
\$ 100,898.90	Police Captain
\$ 94,083.13	Police Sergeant
\$ 82,716.83	Police Sergeant

POA Employees at Vacation Accrual Caps

YEARS OF SERVICE	MAX	NO OF EMPLOYEES AT MAX	TOTAL NUMBER OF EMPLOYEES	% OF EMPLOYEES AT MAX ACCRUAL
1-5 YEARS	160	0	141	0%
6-10 YEARS	240	3	164	2%
11-12 YEARS	280	0	97	0%
13-14 YEARS	320	4	93	4%
15+ YEARS	360	13	589	2%
Totals		20	1084	2%

Per the City's PeopleSoft records

POA Vacation & Compensatory Time Usage

2012 POA Vacation and Compensatory Time Usage¹

Leave Used	Average Per POA Employee ²
Vacation	125.70
Compensatory Time	75.96

¹ Per the City's PeopleSoft Records

² Average based on the number of POA employees who reported time per the City's PeopleSoft records

Police Resignations

- Began to increase April 2011 when City notified employees of potential layoffs of Police Officers
 - Since April 2011, the average number of resignations increased from less than one per month to more than six per month in 2012-2013
- In 2012, had 68 sworn resignations

Police Hiring Statistics

- From July 1, 2012- March 13, 2013
approximately 2,696 applications have been
received for employment in the Police
Department
- September 2012 Police Academy
 - 226 applicants in qualified applicant pool
 - 45 recruits and 16 Officers hired
- April 2013 Police Academy
 - 263 applicants in qualified applicant pool
 - 49 recruits and 3 Officers hired

September 2012 Police Academy

- 43 Graduates
 - More than 55% have college degrees
 - 30% speak a foreign language
 - 20% have military experience
- Anticipate recruits will be released from the FTO Program in July 2013
 - Bringing the projected number of street-ready officers to 1,019 (not including any sworn employees on disability leave)
 - Represents 92% of the authorized strength of 1,109

April 2013 Police Academy

- Department expects approximately 41 will successfully complete the academy and FTO programs
 - Street-ready by January 2014
 - Bring the estimated number of street-ready officers to 1,040
 - 94% of the authorized staffing level, after factoring in future projected sworn attrition

Salary Ranges by Classification

Classifications	Minimum (Annual)	Maximum (Annual)
Deputy Police Chief	\$143,644	\$174,595
Police Captain*	\$124,072	\$150,800
Police Lieutenant*	\$107,182	\$130,312
Police Sergeant*	\$92,580	\$112,528
Police Officer*	\$72,571	\$97,198
Police Recruit*	\$62,296	\$62,296

* Classification is eligible for overtime

NOTE: Also eligible for 7.5% or 5% POST Pay

Residency of Recent Graduates

Employee Unit	% Living in Santa Clara County	% Living in San Jose
March 15, 2013 SJPD Academy Graduates	52%	42%

Note: % Living in Santa Clara County and San Jose are based on the City's PeopleSoft Records

Citywide Residency

Employee Unit	% Living in Santa Clara County ¹	% Living in San Jose ¹	Average Total Compensation ²
Association of Legal Professionals (ALP)	63.6%	39.4%	\$214,713
Executive Management (Unit 99)	79.1%	56.7%	\$202,458
San Jose Fire Fighters, Local 230 (IAFF)	35.7%	20.6%	\$197,737
San Jose Police Officers' Association (POA)	68.3%	40.1%	\$196,449
City Association of Management Personnel (CAMP)	72.8%	51.7%	\$151,295
Association of Engineers and Architects (AEA)	72.3%	52.3%	\$151,090
Association of Building, Mechanical and Electrical Inspectors (ABMEI)	54.8%	33.9%	\$148,186
International Brotherhood of Electrical Workers, Local No. 332 (IBEW)	58.6%	51.7%	\$143,109
Association of Maintenance Supervisory Personnel (AMSP)	75.6%	59.0%	\$140,471
Confidential Employees' Organization (CEO)	87.4%	66.0%	\$120,822
International Union of Operating Engineers, Local No. 3 (OE#3)	76.3%	59.7%	\$101,469
Municipal Employees' Federation (MEF)	88.4%	73.6%	\$96,761
Citywide	76.0%	57.8%	\$155,380

NOTES:

¹ % Living in Santa Clara County and San Jose are based on the City's PeopleSoft Records

² Based on Fiscal Year 2013-2014 Base Budget Numbers